

## CHAPTER 2

### WARTIME MILITARY MANPOWER GUIDANCE

#### A. PURPOSE

This chapter provides instructions and considerations for the computation of military manpower mobilization demand and supply data and for the preparation and submission of appropriate data to WARMAPS.

#### B. DEFINITIONS

##### 1. Programmed Manpower

a. Unit. Any military element whose structure is prescribed **by** competent authority, such as a table of organization and equipment. (JCS Pub. 1-02) (reference (f)) .

b. Force Structure. Numbers, size, and composition **of** the units that comprise U.S. Defense forces; e.g., divisions, ships, air wings (reference (f)).

c. Force Structure Allowance. The sum of the AUTHORIZED military strengths of **all** units in the force structure (exclusive of individuals).

d. Force Structure Strength. The sum of the ACTUAL military strengths of all units in the force structure (exclusive of individuals).

e. Force Structure Deviation. Unit military personnel inventories in excess or short of the force structure strength requirement, as described in the FYDP and in DoD 7045.7-H (references (g) and (h)).

##### 2. Manpower Categories

a. Officer. A commissioned or warrant officer **of** the U.S. Army, Navy, Air Force, Marine Corps, or Coast Guard.

(1) Officer - Active. A commissioned or warrant officer member of the active establishment, as defined by the FYDP resource identification codes (**RICs**) 0001 through 0004 (reference (h)).

(2) Officer - Selected Reserve. A commissioned or warrant officer member of the National Guard or Reserve, as defined by the FYDP RICS 0006, 0008, 0010, 0011, 0013, 0014, 0015, 0017, 0018, 0020, 0022, 0024, 0028, 0029, 0030, 0031, 0032, 0033, and 0034 (reference (h)).

b. Enlisted. An enlisted or noncommissioned member of the U.S. Army, Navy, Air Force, Marine Corps, or Coast Guard.

(1) Enlisted - Active. An enlisted or noncommissioned member of the active establishment, as defined by the FYDP **RICs** 0101 through 0104. (reference (h)) .

(2) Enlisted - Selected Reserve. An enlisted or noncommissioned member of the National Guard and Reserve, as defined by the **FYDP RICS** 0106, 0107, 0108, 0110, 0111, 0112, 0113, 0114, 0115, 0116, 0117, 0118, **0120**,

0121, 0122, 0124, 0125, 0127, 0128, 0129, 0130, 0139, **0143**, 0147, and 0148  
(DoD 7045 .7-H reference **(h)** ).

c. Individuals. Officer and enlisted members of the Military **Ser-**  
**vices** who are **included in** the defense planning and **programming** category,.  
"individuals ." They include trainees (officer RICS 0045, 0046, 0047, and 0048,  
and enlisted **RICs** 0135, 0136, 0137, 0138 0140, **0141**, and 0142), transients  
(PE887320). **holdees** (PE 887210) (**FYDP**. reference (h)), and students (officer  
**RICs, 0041**, 0042, 0043, and **0044**, and-enlisted **RICs 0131**, 0132, **0133**, and 0134)  
(reference (h)).

3. Occupational Categories. A grouping of manpower data by military  
occupation or skill.

4. Theater. The geographic area of assignment in peacetime or during a  
scenario-specific mobilization or contingency. The various theaters are:

a. Europe. **All** military forces assigned to Western and Southern  
Europe.

b. Atlantic and/or Mediterranean. Navy and Marine forces afloat in  
the Atlantic and/or Mediterranean theater, Marine forces ashore in Iceland, and  
Navy and Marine forces assigned to the Azores.

c. East Asia-Pacific. All military forces assigned to the East  
Asia-Pacific region including the Philippines, Taiwan, Japan, Korea, American  
Samoa, Guam, Johnson Atoll, Midway Island, Wake Island, and the Trust Terri-  
tories.

d. Indian Ocean. Navy and Marine forces afloat in the Indian Ocean  
theater, including the Indian Ocean, Arabian Sea, Gulf of Oman, Persian Gulf,  
Red Sea, and Gulf of Aden.

e. Northeast Asia. All military forces assigned to a contingency  
operation on the Korean Peninsula, including Korea, Japan, and Okinawa.

f. Southwest Asia. All military forces assigned to a contingency  
operation in the Middle East **and/or** the Southwest Asia region, including the  
Arabian Peninsula, Kuwait, Iraq, Iran, Afghanistan, and Pakistan.

g. Contingency. **All** ☐ military forces assigned to a contingency  
operation other than in Europe, Northeast Asia, or Southwest Asia. Inclusive  
territory will be specified and defined in the scenario-specific guidance  
provided by the **DPG** (reference (i)) or by the **DASD(MP&R)**.

h. United States. All military forces assigned to the continental  
United States (CONUS), Alaska, Hawaii, Puerto Rico, the Virgin Islands, and the  
adjacent territorial waters. Consists of both deploying and nondeploying  
forces.

i. Rest of World (ROW). All ☐ military forces not assigned to a  
specific theater or the United States.

### C. GUIDANCE

1. The military subsystem of **WARMAPS** establishes, as prescribed by reference (c), a consistent automated methodology for DoD Components to project their mobilization manpower demand and supply and to compare the projected wartime demand with the planned available supplies of military manpower. It is essential that the submitted data are an accurate reflection of the comprehensive and current ☐ military manpower mobilization planning of each DoD Component. The military subsystem is depicted in a functional schematic at figure 2-1.

2. Any special assumptions, parameters, and planning requirements will be furnished in the scenario-specific guidance provided **by** the **DASD(MP&R)** for each mobilization **planning** and **WARMAPS** update cycle.

3. For a full mobilization scenario, time periods normally start with **pre-S-Day** and will be divided into **10-day** intervals from M-Day to **M+60** days, and 30-day intervals from **M+61** days to the end of the scenario. Time periods required for each specific scenario **will** be included in the guidance provided by the **DASD(MP&R)**. Such time periods may provide for the 200K call-up (S-day) and a partial mobilization in addition to the full mobilization (see Appendix A). Although Military Service plans should consider requirements through **M+360** days, data beyond **M+180** days **will** not **normally** be required for **WARMAPS** submissions to OSD.

4. **Pre-S-Day** data should agree with the **FYDP** (reference (g)) strength for the appropriate fiscal year.

5. Military manpower data are to be divided into officer and enlisted personnel.

6. Officer and enlisted manpower data are to be divided into occupational groupings specified in the scenario-specific guidance or as agreed to by the **DASD(MP&R)** and the Military Service concerned.

7. Selected Reserve manpower data are to be divided into National Guard and Reserve by the Army and Air Force.

### D. COMPUTATIONS AND DATA FORMULATION

The following description outlines the minimum events in the process of computing the military manpower demand for a comprehensive military manpower mobilization plan. The important consideration is that each event be embodied in the computation process, not the order in which each event is considered.

Steps 1 through 6 are stated only in terms of military manpower demand. In total, steps 1 through 6 describe the total military manpower demand by theater, manpower category, and occupational grouping. Steps 7 through 10 are stated only in terms of military manpower supply. In total, steps 7 through 10 describe the total military manpower supply available to the **Military** Services by manpower category and occupational grouping. Step 11 describes the military manpower shortages or overages that need to be the subject of a mobilization manpower management program.

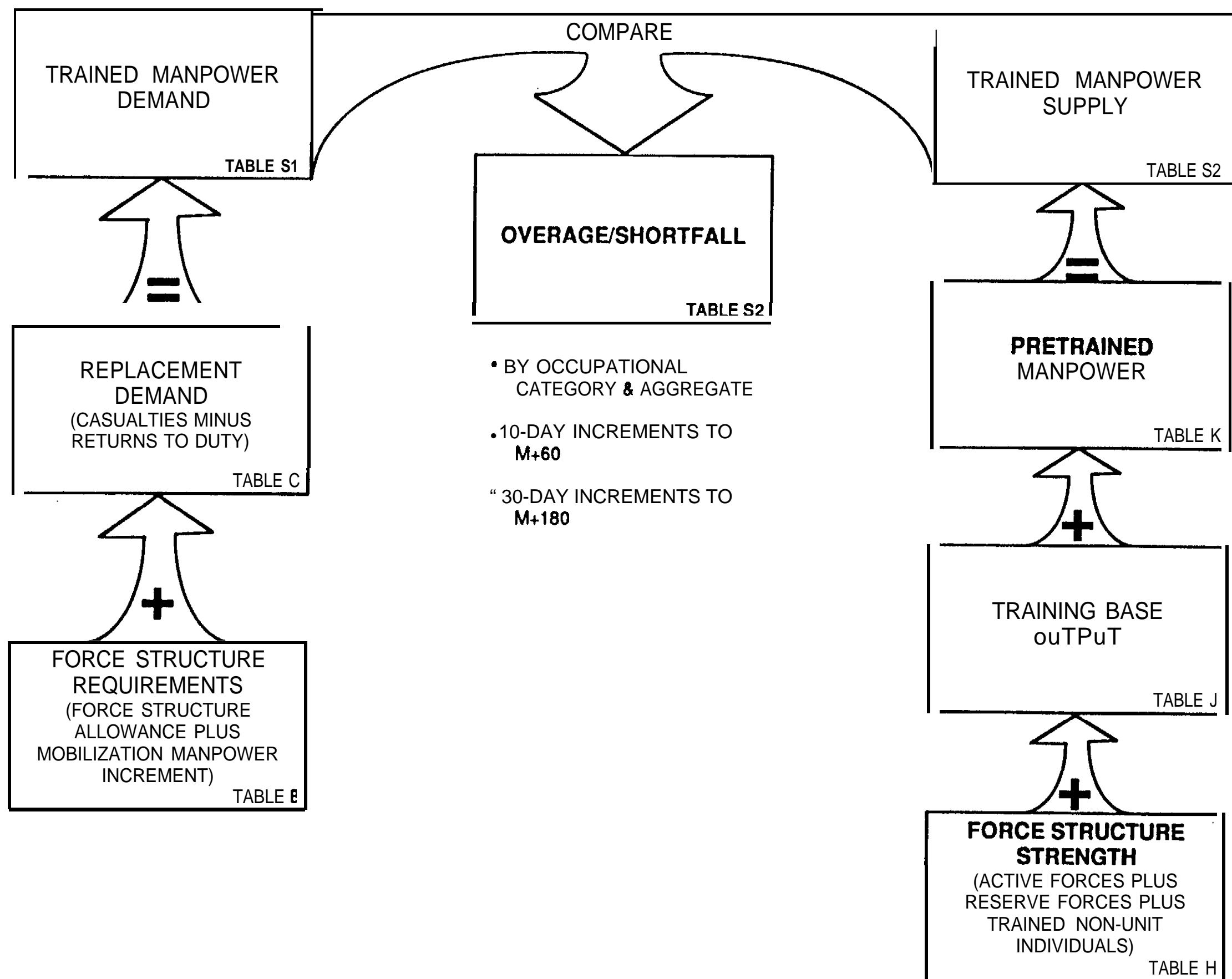


Figure 2-1. WARMAPS Military Subsystem

1. Step 1: Determine the Time-phased Manpower Demand For the Buildup of Theater Forces:

a. Use the various current time-phased force deployment data (**TPFDD**) files associated with the theater operations plans (**OPLANs**) and the planning assumptions for the specified contingency scenario from the DPG (reference (i)) as a basis for determining the time-phased manpower demands for each theater. Project the **TPFDD** demands forward through the program years including various Military Service initiatives.

(1) The pre-S-Day demand is the peacetime authorized force **struc-**ture allowance.

(2) The M-Day theater demand is the peacetime authorized force structure raised **to** wartime strength allowance.

(3) The post-M-Day theater demand reflects the time-phased arrival of additional wartime force structure elements according to the **OPLAN**.

b. Adjust the time-phased theater force manpower demand, **as** appropriate, to reflect the following:

(1) The inactivation on M-Day, or shortly thereafter, of theater units that have no wartime mission.

(2) The reduction on M-Day, **or** shortly thereafter, of units that have a reduced post-mobilization or wartime mission.

(3) The discontinuation or deferral on M-Day, or shortly thereafter, of all activities not essential to the war effort.

(4) The reduction, as incurred, of force structure elements due to the **nonreplaceable** loss of equipment for which war reserve or replacement stocks are neither **authorized** nor available, such as ships and aircraft.

(5) The increase on M-Day, or shortly thereafter, of military manpower which replaces civilian **personnel** evacuated from the theater.

2. Step 2: Determine the Time-phased Manpower Demand For the Buildup of Deploying Forces (U.S. Deploying):

a. Use step 1 to determine the date that deploying force units are required in a theater of operation.

b. Determine the manpower demand to raise all deploying force units from peacetime strength to war-required strength in a time-phased, incremental manner, consistent with the required deployment date.

(1) The **pre-S-Day** demand is the peacetime authorized force structure allowance.

(2) The M-Day demand is the incremental change in force structure allowance (for both active and mobilized Selected Reserve units) to bring early deploying force units (units that are to deploy before **M+30** days) to war-required strength consistent with the required deployment date.

(3) The post-M-Day demand includes the time-phased incremental changes in force structure allowance to bring late deploying force units (after **M+30** days) to war-required strength consistent with the required deployment **date**.

(4) The post-M-Day demand also includes the time-phased incremental changes in force structure allowance as each deploying force unit is brought to war-required strength and deployed, consistent with the required deployment date.

3. Step 3: Determine the Time-phased Manpower Demand For the CONUS Mobilization and Sustaining Base (U.S. **Nondeploying**):

a. Use the DPG (reference (i)) or the scenario-specific guidance provided by the **DASD(MP&R)** and the output from step 2, section E., chapter 3, herein, to determine the military manpower demand to raise **CONUS** sustaining base forces from peacetime strength to war-required strength in a time-phased, incremental manner, consistent with the required deployment date of U.S. deploying force units and the required support of both **deploying** and deployed **forces**.

b. Adjust the time-phased U.S. **nondeploying** manpower demand, as appropriate, to reflect the following:

(1) The inactivation on M-Day, or shortly thereafter, of **CONUS** units that have no wartime mission.

(2) The reduction on M-Day, or shortly thereafter, of units that have a reduced post-mobilization or wartime workload.

(3) The discontinuation or deferral on M-Day, or shortly thereafter, of all activities not essential to the war effort.

(4) The reduction on M-Day, or shortly thereafter, of military manpower that is replaced by civilian manpower or contractors.

(5) The inactivation of units whose sole mission is to facilitate the mobilization and deployment of force units when that mission is completed.

(6) The increase in manpower for units that have a mobilization or fill schedule, but have no manpower programmed or authorized during peacetime.

4. Step 4: Determine the Time-phased Demand For Trained (Non unit) Individuals:

a. Determine the number of individuals (transients, **holdees**, and students (**THS**)) at the **beginning** of the scenario.

b. Determine the number of individuals **THS** that will enter the individuals category during each time period.

c. Determine the number of individuals **THS** that will leave the individuals' category during each time period to return to units. Use **the** delay en route assumption provided in DoD Instruction 1100.19 (reference (c)).

d. Add the number of **THS** that enter (+) or leave (-) the trained (nonUnit) individuals' category during each **time** period to yield the manpower contained in the individuals' category during each time period.

NOTE: Trainees are accounted for separately in the training dynamics computations.

5. Step 5: Determine the Time-phased Demand For Replacements For Casualties and Other Losses (Replacement Dynamics Computation):

a. Using the strength of the total force in each theater of operation, calculate the time-phased losses due to the following:

(1) Killed, captured, and missing in action (**KCMIA**). Applies only to a theater "force at risk."

(2) Wounded in action (**WIA**) patients that are admitted to hospitals. Applies only to a theater "force at risk."

(3) Disease and **nonbattle** injury (**DNBI**) patients that are admitted to hospitals. Applies to all theaters and **all** forces.

(4) Deserters. Defined by DoD Instruction 1325.2 (reference (j)). Applies to all theaters and **all forces**.

b. Calculate the time-phased returns to duty in each theater from the following sources:

(1) Patients (**WIA** admissions and **DNBI** admissions).

(2) Deserters and MIAs.

c. Subtract the time-phased returns to duty from the time-phased losses to yield the time-phased replacement demand for each theater force.

6. Step 6: Determine the Time-phased Demand For Military Manpower by Theater, Manpower Category, and Occupational Groupings:

a. Take the time-phased military manpower demand for each theater (step 1).

b. Add the time-phased ☐ilitary manpower demand for U.S. deploying forces (step 2).

c. Add the time-phased military manpower demand for U.S. nondeploying forces (step 3).

d. Add the time-phased military manpower demand for individuals (step 4).

e. ~~A~~Add the time-phased military manpower demand for replacements (battle and **nonbattle** casualties and other losses) (step 5).

The product of step 6 (the sum of steps 1 through 5) is the time-phased U.S. military manpower demand by theater, manpower category, and occupational grouping across the prescribed wartime scenario.

7. Step 7: Determine the Time-phased Supply of the Active Force Structure Military Manpower:

a. Determine the active force structure allowance on **pre-S-Day**. In the absence of other guidance, use the FYDP (reference (g)) force structure for the appropriate **FY**.

b. Determine the active force structure deviation on **pre-S-Day**. In the absence of other guidance, compare the operating strength with the force structure allowance.

c. Apply the active force structure deviation to the active force structure allowance to derive at the **pre-S-Day and M-Day** operating strength of the active force structure.

After M-Day, all time-phased supplies of active manpower are produced in other computations.

8. Step 8: Determine the Time-phased Supply of the Selected Reserve Force Structure Military Manpower:

a. Determine the Selected Reserve force structure allowance on **pre-S-Day**. In the absence of other guidance, use the **FYDP** (reference (g)) force structure for the appropriate **FY**.

b. Determine the Selected Reserve force structure deviation on **pre-S-Day**. In the absence of other guidance, compare the operating strength with the force structure allowance.

c. Apply the Selected Reserve force structure deviation to the Selected Reserve force structure allowance to derive at the **pre-S-Day** operating strength of the Selected Reserve force structure.

d. Determine the number of Selected Reserve individuals in training (**initial or** other active duty training).

e. Subtract the number of Selected Reserve trainees from the force structure allowance to determine the available Selected Reserve military manpower on **pre-S-Day**.

f. Determine the anticipated no-show rate for Selected Reserve members at mobilization. In the absence of other guidance, use a 5 percent no-show or 95 percent show rate.

g. Apply the no-show rate to the available **pre-S-Day** Selected Reserve military manpower to determine the M-Day military manpower to be produced by the Selected Reserve force structure. After M-Day, all time-phased supplies of military manpower are produced in other computations.



9. Step 9: Determine the Time-phased **Supply** (Production) of Trained Individuals (Training Dynamics Computation):

- a. Determine the number of trainees on hand at **pre-S-Day**.
- b. Determine the number of current Service (**CS**) trainees (**active, and** Selected Reserve) who will report for refresher training or retraining during each time period after M-Day.
- c. Determine the number of prior Service (**PS**) trainees (Ready Reserve, retirees, and volunteers) who will report for refresher training or retraining during each time period after M-Day.
- d. Determine the number of nonprior Service (**NPS**) trainees (volunteer enlistees and draft inductees) who **will** report for initial military training during each time period after M-Day.
- e. Add the trainee accessions to the trainees on hand to yield the trainee population during each time period after M-Day.
- f. Determine the number of trainee attritions for each time period after M-Day.
- g. Determine the training output from initial training (volunteer enlistees and draft inductees), refresher training (active, retired, Ready Reserve, and PS volunteers), and retraining (all categories) for each time period.
- h. Subtract the trainee attrition and the training output from the trainee population to determine the number of trainees on hand at the end of each time period (or trainees on hand at the **beginning** of the next time period).

10. Step 10: Determine the Time-phased Supply of Pretrained Individuals:

- a. Take the time-phased military manpower demand by theater, manpower **category, and** occupation (step 6).
- b. Subtract the time-phased ☐ilitary manpower supply from the active force structure (step 7).
- c. Subtract the time-phased military manpower supply from the Selected Reserve force structure (step 8).
- d. Subtract the time-phased military ☐anpower supply (training output) from the training base (step 9).
- e. Determine the number of each category of pretrained individuals: inactive National Guard (**ING**), Individual Ready Reserve (**IRR**), retired personnel, Standby Reserve (**SBR**), as well as prior Service volunteers. Use all available assets according to priority, plan, or other requirement.
- f. Subtract the time-phased accessions from all categories of **pre-**trained individuals to determine the time-phased overages or shortages of ☐ilitary manpower by manpower category and occupational grouping.

11. Step 11: Program To Meet Time-phased Military Manpower Demand. Develop programs to meet the time-phased military manpower demands with a **minimum of** time-phased overages or shortages. These programs may involve recruiting, **training**, force **structure** changes, **OPLAN changes, and other** considerations.